

Bargaining Unit 1 Non-Supervisory Blue Collar <i>International Union of Operating Engineers, Stationary Engineers Local 39</i>	
Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2007: City Contributes \$657.60 Employee makes up difference HMO Premium = \$796.92 PPO Premium = \$1178.82 HMO: City Contributes \$657.60 Employee Contributes \$139.32 PPO: City Contributes \$657.60 Employee Contributes \$521.22
Retirement *	City = 10.51% Employee (Average) = 7.92% (2%/year @ 55 w/5 years) DROP
Life Insurance	None provided by the City of Fresno (\$5,000 life benefit If enrolled in Local 39 Health Insurance Plan)
Long Term Disability	None provided by the City of Fresno
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation (Days per year/Hours per month) (Available after 6 months)	1 – 4 years = 12/8 5 – 9 years = 13/8.667 10 – 19 years = 15/10 20+ years = 20/13.334
Sick Leave (Available after 6 months)	8 hours/month
Family Sick Leave	Up to 48 hours of accumulated sick leave per fiscal year
Uniform Allowance	City contracted uniform service, cost shared 50/50
Bilingual	\$50 per month
Workers' Compensation	76% of compensation

LEGEND:

*	Net rate for City is zero (0) = currently offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
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